



Governing Body

346th Session, Geneva, October–November 2022

Institutional Section

INS

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Matters arising out of the work of the 110th Session (2022) of the International Labour Conference

Analysis of the measures taken to ensure the effective functioning of the Conference

Purpose of the document

This document reviews the adjustments to the programme of work and working methods implemented at the 110th Session of the Conference (2022) to ensure its effective functioning in a hybrid format with a view to identifying the measures that could contribute to further improving the functioning of the Conference in future sessions (see the draft decision in paragraph 59).

Relevant strategic objective: All.

Main relevant outcome: Enabling outcome B: Effective and efficient governance of the Organization.

Policy implications: Depending on the decision of the Governing Body.

Legal implications: None.

Financial implications: None at this stage.

Follow-up action required: Preparation of proposals regarding the arrangements and programme of work for the 111st Session of the Conference (2023) to be considered and approved by the Governing Body at its 347th Session (March 2023).

Author unit: Official Meetings, Documentation and Relations Department (RELMEETINGS).

Related documents: [GB.344/INS/3/2](#) and [GB.344/INS/3/2\(Add.1\)](#).

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▶ Introduction

1. As decided by the Governing Body at its 344th Session (March 2022), the 110th Session of the International Labour Conference was held from Friday, 27 May to Saturday, 11 June. The lifting of COVID-related travel and meeting restrictions in Switzerland allowed the session to take place in almost pre-pandemic conditions, within typical working hours, and at its usual sites – the ILO building and the Palais des Nations in Geneva. However, due to uneven developments in the pandemic around the world and the shortage of rooms available in both Conference sites as a consequence of renovation works, it was necessary to combine in-person attendance with remote participation through a videoconferencing platform.
2. Organizing a hybrid meeting that caters to two audiences calls for additional arrangements on top of the usual logistics and requires detailed advance planning. As the operational arrangements for the session ¹ were approved by the Governing Body through a decision by correspondence ² only five weeks before the opening, the usual six-month period for preparatory work was considerably compressed.
3. For the Conference to complete its work within these constraints without compromising the integrity of its agenda, some adjustments to its programme of work and working methods were implemented. This document reviews those measures with a view to identifying which ones worked well and which areas require further improvement.

▶ I. Preparatory processes

4. As in previous years, tripartite consultations and preparatory meetings prior to the session of the Conference proved beneficial in building consensus and facilitating discussions in committees. If this practice is retained as part of the standard preparations for the Conference, additional resources, such as for interpretation and other costs of tripartite meetings, may need to be allocated and approved as part of the Conference budget.
5. While the process of identifying the officers of Conference committees was launched in November 2021, a few nominations were made very late, just before the session began. In the future, it will be important to secure the early nomination of committee officers for finalization during the March session of the Governing Body. Early identification of the officers is critical to the preparatory work, ensures that they are well briefed on Conference procedures and practices, and allows for timely coordination among the three groups to ensure regional balance among the officers of each committee.

¹ ILC.110/D1.

² GB.344/PV, para. 116, and GB.344/INS/3/2(Add.1)/Decision.

▶ II. Accreditation and attendance

6. On the understanding that the arrangements for the 110th Session were exceptional due to the remaining public health and travel restrictions related to the COVID-19 pandemic coupled with the shortage of conference facilities in Geneva, the Governing Body decided to limit the in-person participation of tripartite delegations to representatives with an institutional role.³ The practical implementation of these arrangements raised questions among several delegations on their composition.
7. Persons without an institutional role were not accredited but could follow the discussions remotely as members of the general public through a parallel videoconferencing platform, with no possibility to take the floor or see any text displayed in the meeting rooms. Official international organizations and international non-governmental organizations (NGOs) that had been invited to the session were accredited but were allowed to participate only remotely.
8. Some tripartite delegations decided to attend remotely for reasons unrelated to travel restrictions, including financial constraints. One Government's decision to have its national tripartite delegation participate only remotely gave rise to a complaint before the Credentials Committee. After considering the complaint, the Committee expressed the view that the obligation for delegates and advisers to the Conference to travel to Geneva to attend the Conference in person generally continued to apply to a hybrid session and that Governments had the corresponding obligation to cover their travel and subsistence expenses, while the use of remote access should be limited to "situations where extraordinary circumstances, such as public health-related restrictions linked to the pandemic, make travelling or in-person attendance impossible". It also noted that paragraph 6 of the operational arrangements, according to which "Member States will ensure the presence in Geneva of national delegations that are fully tripartite and balanced as regards the number of advisers accompanying the respective tripartite delegates", implied that "remote participation cannot be considered to be fully equivalent to in-person participation".⁴
9. The Office continued to use the online accreditation system for the submission of credentials by the tripartite delegations of Members and observers, intergovernmental organizations and international NGOs. In addition to expediting the processing of a considerable number of credentials, the system enabled the Secretariat to collect essential information, such as whether they would attend in person or remotely and their email addresses.
10. The email addresses were used to:
 - provide secured access to the videoconferencing platform;
 - provide access to the ILO Events app;
 - transmit the personal codes required for electronic voting and online submission of amendments; and
 - send committee members important information from the specific Committee Secretariat.
11. However, relying on email for such essential functions still entails risks. Firstly, around 20 per cent of the addresses submitted along with the credentials did not function due to spelling or

³ ILC.110/D.1, para. 5.

⁴ See ILC.110/Record No. 2B, paras 97–98.

other errors. Secondly, in many cases, access links to the videoconferencing system or personal identification codes for votes were not received, presumably due to the settings implemented by the recipients' email provider ("spam filters"), or were accidentally deleted or lost. This required frequent action by the Secretariat, which diverted its resources and resulted in delays in transmitting necessary information to delegates. Additional efforts both on the sender's and the recipients' side are required to make the use of email more reliable and efficient.

12. As regards registration in committees, Governments were required, as in 2021, to provide the names of the delegates and advisers representing them in each committee so that only those delegates and advisers would receive the links to connect remotely to the sittings and the codes permitting the submission of amendments for a given committee. If the Governing Body decides to allow remote participation in future sessions, one alternative, in line with article 36(1)(a) of the Standing Orders, would be to provide all Government delegates and advisers registered at the Conference with the links and codes for all committees, on the understanding that they would only use the links and codes corresponding to the committee to which they are assigned.
13. The level of accreditation remained high in 2022, with 4,445 accredited delegates, of which 2,800 attended in person (see tables 1 and 2).

► **Table 1. Number of accredited Member States and delegates (2018–22)**

	2018	2019	2021	2022
Member States	168	178	181	178
Delegates with an institutional role	3 276	3 312	4 467	4 445

► **Table 2. Number of delegates attending the 2022 session (by means of participation)**

Accredited delegates	Attending in person	Participating remotely (links received and connected)
4 445	2 800	1 645

14. Accredited delegates from 38 countries did not register in any committee.

► III. Plenary

15. Initially, no in-person plenary sittings were planned, as the Assembly Hall was not available. However, the lifting of physical distancing measures in May 2022 made it possible for the United Nations Office in Geneva to reallocate meeting rooms and make Room XX available. This allowed the Office to accommodate the strong wish expressed by constituents for the plenary to be held in person; plenary sittings were conducted in a hybrid format instead of fully online. As Room XX has a capacity of 700 seats (compared to the 2,000 seats of the Assembly Hall) and was available only during the second week of the session, the programme of work was designed accordingly.
16. The **opening sitting** was brought forward to Friday, 27 May and held in a virtual format. After the opening formalities, including the election of the Officers and the establishment of committees, the Chairperson of the Governing Body presented her report and the Director-

General and Chairpersons of the Employers' and the Workers' groups made their opening remarks.

17. The **discussion of the reports of the Director-General and the Chairperson of the Governing Body** was compressed into four days between 6 and 9 June. The speeches were delivered in person, through pre-recorded video statements or live through the videoconferencing platform. Almost two thirds of speeches were delivered in person (see table 3). If the hybrid format is retained for future sessions, the option to take the floor live online would need to be reassessed in the light of connectivity issues that may disrupt the flow of speeches.

► **Table 3. Number of speeches on the discussion of the reports of the Director-General and the Chairperson of the Governing Body, by mode of delivery**

Mode of delivery	Number	Percentage of total
In person	189	64
Pre-recorded video	88	30
Live through the videoconferencing platform	19	6
Total	296	

18. With the return to in-person participation, the number of speeches in this segment of the plenary increased to 296, compared to 268 in 2021 when the Conference was conducted fully virtually. This figure is closer to the usual number of speeches: 294 in 2016, 295 in 2017 and 305 in 2018, with the highest number (317) reached during the Centenary session in 2019. As shown in table 4, only 75 of the 296 speakers (25.6 per cent) were women.

► **Table 4. Number of speakers by sex**

	2017	2018	2019	2021	2022
Men	237	229	250	202	221
Women	59	78	67	66	75
Total	296	307	317	268	296

19. The following measures were successfully implemented to ensure the effective functioning of the plenary despite the space limitations and the reduced number of sittings:
- limiting the statements by Government representatives to one per Member State;
 - reducing the time limit for speeches from five to four minutes, which was adhered to with very few exceptions and enabled the sittings to end on time;
 - offering the possibility to send pre-recorded video statements, which could be retained in future sessions as a complementary measure;
 - allowing in-person participation only for delegates with an institutional role;
 - adjusting the duration of the sittings to accommodate the usual number of speakers within eight sittings (30 hours), compared to discussions over ten or more sittings in previous sessions; and

- adjusting protocol arrangements for each sitting to provide seats for delegations whose members were registered to speak in that sitting. This allowed some 80 delegations to be present in the room per day, with eight seats per delegation, in keeping with the traditional arrangements in the Assembly Hall, and the possibility of reserving seats for other delegates.
20. The 90 minutes allotted for the discussion and adoption of the reports of each of the five committees (General Affairs, Application of Standards, Standard-Setting, Recurrent Discussion and General Discussion) proved sufficient, due to the adherence to the agreed time limits for statements and the prevalence of group statements over individual speeches.

▶ IV. Committees

Standing committees

21. The **Credentials Committee** held seven sittings, which were held entirely in person during the first week and had one member participating remotely during the second week. Due to unforeseen circumstances, one member had to be replaced as from 8 June 2022. In the future, to ensure the continuity of the Committee's work, it would be advisable for groups to nominate a substitute for their respective member from the outset.
22. The Committee dealt with 16 objections and two complaints, in addition to one question of government representation and three cases brought before it under monitoring decisions of the last session of the Conference. In comparison, the number of objections was 6 in 2021, 12 in 2019, 27 in 2018 and 29 in 2017.
23. The **Committee on the Application of Standards** dealt with all items on its agenda, which included 22 individual country cases and the General Survey, entitled *Securing decent work for nursing personnel and domestic workers, key actors in the care economy*. The effective management of seating arrangements on a daily basis allowed delegates' needs to be accommodated despite the space limitations. The Secretariat continued to streamline its communication with delegates through the dedicated web page and mailbox.
24. Under the revised Standing Orders adopted in 2021, the **General Affairs Committee** replaced the Selection Committee. While its composition is the same as the Selection Committee, the mandate of the General Affairs Committee is to "consider and report on any matter referred to it by the Conference". At the 2022 session, the discussion on the inclusion of safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work was referred to the General Affairs Committee, as was the approval of amendments to the Code of the Maritime Labour Convention, 2006, as amended (MLC, 2006).
25. The Committee was able to successfully fulfil its mandate in one week, owing to a large extent to the several rounds of tripartite consultations on the proposed resolution on occupational safety and health and the previous discussions of the Governing Body on the matter. Despite the closed composition of the Committee, the possibility under article 36(4) of the Standing Orders for delegates who are not members of the Committee to participate in its work without the right to vote allowed all interested constituents to contribute to the discussion on this item of exceptional institutional importance for the ILO.
26. The referral to the General Affairs Committee of the item on occupational safety and health resulted in five committees dealing with substantive items, including the Committee on the

Application of Standards, working in parallel, which at times proved challenging. In the context of space constraints, the room allocated to the General Affairs Committee based on the number of registered delegates, which was lower than that of the three technical committees, was not entirely suitable for tripartite negotiations and had insufficient capacity to adequately accommodate all Committee members. To avoid this type of situation in the future, when the consideration of a fourth technical item on the agenda requires the establishment of a committee or is referred to the General Affairs Committee, the Governing Body should examine in a timely manner all the resources needed. The average direct cost of running a technical committee is US\$600,000 in a face-to-face format over a two-week period; this figure does not include indirect staff costs due to increased workload or costs entailed by the hybrid format.

Technical committees

Attendance

27. After the experience of the 109th Session, which was held entirely online, committee members welcomed the return to predominantly in-person participation, as it enabled them to work more effectively. From the feedback received, the physical presence of committee members during negotiations between groups and in informal consultations on sensitive issues played a key role in facilitating consensus-based outcomes.
28. With few delegates participating remotely in committee sittings and drafting groups, the perception was that the negotiations were in fact driven by those present in the room. In some cases, connectivity issues disrupted the conduct of meetings and, on some occasions, requests to take the floor online were not addressed in time, which generated frustration.
29. Allowing official international organizations and international NGOs to follow committee proceedings online gave those organizations unable to attend in person the opportunity to participate. However, they had to attend through the parallel videoconferencing platform available to observers, which did not allow them to see the text under discussion or to take the floor (in the case of international NGOs, when authorized by the Officers of the Committee). In the future, if there are no space constraints, their participation in person will be possible as in the past. In addition, if remote participation continues to be possible in future sessions, international NGOs could be allowed to participate with the same options in the videoconferencing platform as committee members attending remotely.

Programme of work and working methods

30. Although the 110th Session marked a return to the two-week format established in 2015, the following adjustments to the programme of work of the Conference made additional time available for the work of committees and contributed to their smooth functioning:
 - bringing the formal opening sitting of the session forward to the day before committees were expected to begin their work, as was done in 2021;
 - shifting the World of Work Summit from the Thursday to the Friday of the second week and the adoption of committee outcomes in plenary by one day; and
 - moving the post-Conference session of the Governing Body (345th Session) from the Saturday of the second week to the following Monday.

31. As a result, committees had ten full days at their disposal, as shown in figure 1. This is one and a half days more than in the most recent sessions held in person (2018 and 2019).

► **Figure 1. Number of days and plan of work of the general discussion and recurrent discussion committees in 2022 and in 2018**

110th Session (2022)									
1 Mon	2 Tue	3 Wed	4 Thu	5 Fri	6 Sat	7 Mon	8 Tue	9 Wed	10 Thu
General debate		<i>Tentative conclusions prepared by the Office</i>		Drafting group	Submission of amendments	Consideration of amendments			

107th Session (2018)								
1/2 Mon (pm)	1 Tue	2 Wed	3 Thu	4 Fri	5 Sat	6 Mon	7 Tue	8 Wed
General debate				Drafting group	Submission of amendments	Consideration of amendments		
		<i>Tentative conclusions prepared by the Office</i>						

32. As shown in table 5, the number of sittings held by the technical committees was higher than in the most recent comparable sessions.⁵

► **Table 5. Number of sittings of technical committees, 2015–22**

Committee	2015	2016	2017	2018	2019	2021 (virtual)	2022 (hybrid)
Standard-setting	11	19	22	17	24	n/a	23
Recurrent discussion	9	9	7	7	n/a	8	14
General discussion	11	10	10	10	n/a	7	12

Note: n/a = not applicable, as the type of committee was not required during that year's session.

33. Despite all efforts made to continue the practice (introduced in 2019) of limiting the number and duration of sittings running over the planned time, especially in view of the remote participation of some delegates from various time zones, all three technical committees needed evening sittings (see table 6). While none of the evening sittings in committee plenary ended later than 9.30 p.m., the last sitting of one drafting group was extended until 11 p.m. and it had to work the last hour without interpretation.

⁵ In the case of the standard-setting committee, the most comparable session is that of 2016, when the first discussion on a possible Recommendation (the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205)) was held, as was the case this year for a possible Recommendation on apprenticeships; in 2018, the first discussion of the standard-setting committee concerned two possible instruments (on violence and harassment in the world of work).

► **Table 6. Number of evening sittings for committees in plenary and for drafting groups**

Committee	Plenary	Drafting group
Standard-setting	4	n/a
Recurrent discussion	2	2
General discussion	1	1

34. The Drafting Committee of the Conference held three sittings (each lasting between 3 and 6 hours) to review the text of the proposed Conclusions of the Standard-Setting Committee. As the Drafting Committee needs to meet after the end of the Committee's sitting for as many hours as required, it often works until after midnight. This is particularly challenging for its members, who must be delegates who actively participate in the work of the Committee and also attend group meetings. Moreover, this was the first time that the Drafting Committee reviewed the Spanish version in addition to the English and French versions, in line with article 29 of the amended Standing Orders, which recognizes Spanish as an official language of the Conference. Whereas the Drafting Committee reviewed only one instrument at this session, more and longer sittings will be required in the future, when it will have more texts to review, for instance both a draft Convention and a draft Recommendation. The Office will seek ways to better integrate the work of the Drafting Committee into the overall programme of work of the Conference.
35. At this year's session, the few disruptions related to remote participation and connectivity problems do not seem to have had any bearing on the number of sittings required to complete the committees' work. The need for evening sittings was instead due to differences in the pace and complexity of committee work.
36. Although it makes more time available for committee work, not all constituents appear to be in favour of holding the formal opening sitting of the Conference before the day on which committees start their work and holding the post-Governing Body session in the week after the closing of the Conference session. In particular, this timetable posed difficulties for the Workers' and Employers' groups, whose members travel to Geneva the weekend preceding the opening day and only finalize the nominations of their officers at their first meeting over the weekend.
37. If the programme of work of the next session returns to the classic two-week format, with the opening sitting on the morning of the first day and the adoption of committee outcomes on the Thursday and Friday of the second week in order to have the Governing Body session on the Saturday, the time available for committees will be reduced. This would imply more frequent evening sittings, particularly for the standard-setting committee and for the drafting groups that prepare the draft conclusions of the recurrent and general discussion committees.
38. To make the best use of the time available for committees, the following adjustments that have been introduced to committees' programmes and methods of work to contribute to better time management should be maintained:
- providing information through documents posted on the Committee web page rather than during the committee's opening sitting;
 - applying time limits to statements during the general debate, which reduced the time required for the general debate (as shown in figure 1 above);
 - having government positions expressed through regional group statements.

Further changes could be explored to ensure that enough time is allotted to the discussion of outcome documents.

- 39. The biggest challenge for the recurrent and general discussion committees is the process of preparing the draft conclusions to be discussed by the committee. Typically, the members of the drafting group receive the tentative conclusions just a few hours before the group meeting preceding the first sitting of the drafting group, due to the short time (24 hours) the Secretariat has to prepare them in three languages. This year, remote participation of some members made the drafting exercise more complex. In addition, difficulties in securing the nominations of members of each drafting group persist.
- 40. If it is not possible to allocate more time for this process, in particular for the groups to consider the tentative conclusions and prepare for the drafting group meeting by sharing their suggestions in advance with other groups, two options could be considered for implementation on a trial basis at the next session.
- 41. The first would be to replace the points for discussion that the Office prepares before the session in consultation with constituents with a detailed outline of the possible outcome document. During the general debate, committee members would express their views on each element of the outline, thereby providing the Secretariat with clearer guidance for drafting a possible outcome document in the limited time available.
- 42. The second option would be to forgo the drafting group exercise and to modify the programme of work as shown in figure 2.

► **Figure 2. Possible plan of work of the general discussion and recurrent discussion committees**

1/2 Mon (pm)	1 Tue	2 Wed	3 Thu	4 Fri	5 Sat	6 Mon	7 Tue	8 Wed
General debate	<i>Draft conclusions prepared by the Office</i>			Submission of amendments	Consideration of amendments			

- 43. This would allow all committee members to contribute to the drafting of the outcome document. Compared to the drafting group process, the formal amendment procedure helps to structure the discussion and allows members to prepare better by giving them the opportunity to review the amendments submitted by other groups and members before the discussion in the committee plenary.

► V. Electronic voting

- 44. Under the operational arrangements for the hybrid session, plans were put in place for electronic voting not only for record votes in plenary, as in previous years, but also for any possible votes in committees. The eight record votes on the approval of the amendments to the Code of the MLC, 2006, were conducted through the web-based system in use since 2018. No votes were conducted in committees.

45. In the interest of time-efficiency, the eight votes were handled in a single voting session that took place in parallel with the other work of the Conference. The vote started at the end of a morning plenary sitting and continued uninterrupted until the end of the afternoon. As the quorum was not achieved easily, all committee secretariats were asked to announce during the sittings that the vote was under way, push notifications were sent through the ILO Events app to invite delegates to cast their vote and the Committee on the Application of Standards suspended its activities to encourage delegates to vote. Nevertheless, the participation rate remained relatively low.
46. In addition to the possibility of using their own electronic devices, delegates could use electronic voting stations at the Palais des Nations and the ILO building. Members of the Secretariat were available to provide support in person but proved too few to handle the large number of requests for information and assistance.
47. Delegates experienced the following difficulties:
 - many were not aware of the content of the amendments to the Code of the MLC, 2006;
 - given the relative complexity of the rules on voting rights, delegates were not always aware of who had the right to vote in a delegation;
 - many could not find the access codes that had been sent to them by email, and errors at the log-in stage were more frequent as the log-in data was intentionally complex to increase security.
48. To avoid such issues in the future, the Office will continue organizing information sessions to better explain the applicable rules and the use of the electronic voting system and will include briefings on the content of amendments submitted to a vote as well as the process leading up to the formulation of those amendments. A further option would be to devote 30 minutes of a plenary sitting prior to opening a vote, to provide explanations and answer any questions delegates might have.
49. From a technological point of view, the system for electronic voting was fully operational and reliable. As the vendor no longer provides security updates for the system, additional efforts were required to ensure data protection. Concerning the use of electronic voting in future sessions, the ILO's Chief Information Security Officer has advised that the current system should be replaced with a more advanced one that is continuously improved and secured, to avoid any disruption of the voting or any doubts about the integrity of the process and the validity of the result. The Office is already well advanced in its efforts to identify an alternative solution.

▶ VI. Outreach and communication

50. Given the hybrid format of the session, the Conference communication strategy was recalibrated to balance digital outreach with in-person engagement of delegates. The ILO website and the ILO Events app continued to be the main channels for providing information to delegates and the general public, and a major ILO-branded communication zone was installed at the Palais des Nations to host a live broadcast studio, engagement area and a large screen displaying social media interaction by constituents and staff. Field offices were involved from the preparatory stages to ensure that content would be amplified at the regional and

country levels. Content was produced in English, French and Spanish and live broadcasts were also interpreted into Arabic, Chinese, German and Russian.

51. The homepage of the website and the Committee pages were updated daily to keep delegates informed of any developments in the programme of work. The newly launched ILO Live platform that was used to stream all plenary sittings received over 40,000 unique views during the session, which is significantly lower than the 117,601 recorded at last year's entirely virtual session, but higher than the 35,553 at the last in-person session in 2019. The ILO Voices platform, which is used to tell the human story of the issues under discussion from the perspective of stakeholders from the world of work, had 6,210 page views, with the most popular items being podcasts on the social and solidarity economy in Spanish and English.
52. A dedicated media centre was established at the Palais des Nations for journalists who were able to attend the Conference in person. News media interest was limited overall due to the fact that no Heads of State or Government attended in person. The main news announcement was issued at the end of the session, with the adoption of a safe and healthy working environment as a fundamental principle and right at work. This garnered global attention and the press release received over 11,000 unique views online.
53. The majority of delegates passed by the communication stand at the Palais des Nations and over 1,000 promotional kits were distributed. In addition, a Meet the Experts stand allowed ILO departments and programmes to present their work directly to delegates. Interviews and photos were also captured, including for well-performing videos on social media.
54. In addition to Twitter, LinkedIn, Facebook and Instagram, TikTok was used for the first time to raise the visibility of, and engagement with, the Conference. On Twitter, content and posts were viewed 2.3 million times – twice the number of June 2021. The announcement of a safe and healthy working environment as a fundamental principle and right at work proved the most popular.
55. With the return to in-person participation, the Office again produced the *Conference guide*, which centralizes all the practical information that is made available on the various pages of the Conference website. In addition to being accessible online and through the ILO Events app, the guide is the only Conference document that is still printed in significant quantities. As shown in table 7, the proportion of copies actually distributed in relation to the number of printed copies indicates that the reduced print-run requires only slight adjustments.

► **Table 7. Number of copies of the *Conference guide* printed and distributed**

	Printed	Distributed	%
English	1 500	1 375	91.6
French	700*	700	100.0
Spanish	550	440	80.0
Total	2 750	2 515	91.0

* The initial print-run was 550 and it was necessary to print 150 additional copies.

56. The Office is taking steps to modernize the content and structure of the guide to make it more user-friendly. Owing to the late approval of the operational arrangements for the session, the publication of the guide and posting of some information on the website was delayed

considerably compared to previous years. For future sessions, the Office will make every effort to provide all relevant information well in advance.

▶ VII. Further considerations for future sessions

57. The Office's capacity to adapt and innovate, including by making the best use of the available technology, was essential in ensuring the smooth running of sessions when in-person attendance was impossible or had to be limited. The Governing Body is invited to assess the experience of the hybrid format of the 110th Session and to provide guidance to the Office as to which new features could be retained in the future to improve the functioning of the Conference as the supreme organ of the Organization and the major global forum bringing together all key actors in the world of work.
58. Many constituents have expressed their strong preference for returning to a face-to-face event with the possibility of remote access. In this context, the following advantages and drawbacks should be considered:
- **Programme of work.** Remote access should not reduce the time available for substantive work, which means that it will be important to apply the working hours of Geneva. Remote access would be available to all delegates globally, but the working conditions of participants connected remotely, particularly from distant time zones, would not be equal to those of delegates present in the room.
 - **Types of meetings.** Remote access seems to lend itself better to the plenary of the Conference and some group meetings, for which it provides an alternative or additional option for participation. As far as the Committee on the Application of Standards and technical committees are concerned, constituents have unambiguously commented that face-to-face interaction is indispensable in negotiating and achieving consensus-based outcomes.
 - **Briefings and training sessions on Conference proceedings.** The number of online briefings and training sessions should be increased and more video tutorials should be made available, especially for remote participants, some of whom may face the double disadvantage of being new to the Conference and not being able to benefit from the in-person interactions.
 - **Financial implications.** In considering the possibility of retaining remote access in addition to in-person attendance, it should be kept in mind that the hybrid format is more costly and resource-intensive for the ILO.

▶ Draft decision

59. **The Governing Body requested the Office to prepare for its consideration at its 347th Session (March 2023) a detailed programme of work for the 111st Session (2023) of the International Labour Conference taking into account the views expressed during the discussion of the measures implemented during the 110th Session (2022) of the Conference.**